



THE RESERVE COMPONENT OFFICER PROMOTION PROCESS

HOW A RESERVE COMPONENT (RC) OFFICER GETS PROMOTED

(DOWNLOAD AND VIEW WITH SPEAKER NOTES)

**Updated JULY '04
OFFICE OF PROMOTIONS (RC)**



PURPOSE



- To provide RC commissioned officers and USAR warrant officers with information about the officer promotion process.
- To provide RC officers with information that will help them better manage:
 - Their careers.
 - Their subordinates' careers.



BOARD TIMELINE



C-90 through convene date:

Office of Promotions (RC) screens/reviews electronic board file. Educationally qualified and non-educationally qualified scrub. Board files continually updated as hardcopy documents that arrive are scanned.

= Board Convenes



C- 60 days:

Exact board file can be viewed on-line.

C-205 days:

List of eligible officers sent to various commands for scrub

C- 120 to C-90 days:

Electronic board file created. Notification memo emailed to AKO.

C-210 days:

Officers to be considered identified.

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ELECTRONIC BOARD FILE



▣ PERFORMANCE DOCUMENTS:

▣ EDUCATION & TRAINING DOCUMENTS:

▣ COMMENDATORY DOCUMENTS:

▣ DISCIPLINARY DOCUMENTS:

▣ ENCLOSURES:



HOW CAN I HAVE THE BEST PROMOTION FILE POSSIBLE?



- **Ensure highest civilian/military educational documents present.**

- Be educationally qualified! (refer to AR 135-155 and slide # 6).

- **Ensure all OERs/AERs are present (OERs must be profiled).**

- **Submit a DA Photograph.**

- Does not need to be perfect.
- Must be in Class A uniform.
- No State/Territory NG awards. No IG, GS, Cavalry Branch.

- **Send letter to Board President.**

- If important and NOT in file, address.
- Address periods of inactivity.
- Concise and not self-serving.

- **Submit an ORB (AGR/IRB/IMA), DA Form 2-1 (TPU/NG); sign and date. BRB (NG Title 10 AGR).**

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APL EDUCATIONAL REQUIREMENTS



- Refer to:
 - AR 135-155, dated 24 OCT 01
 - Previous year's MOI
- **To CPT:**
 - Baccalaureate Degree (Need diploma and/or transcripts)
 - Any Officer Basic Course (OBC)
- **To MAJ:**
 - Any Officer Advance Course (OAC)
 - BSN for non-66F Army Nurses
- **To LTC:**
 - 50% CGSOC or equivalent
- **To COL:**
 - 100% CGSOC

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ARMY RESERVE WARRANT OFFICER EDUCATIONAL REQUIREMENTS



- Refer to:
 - AR 135-155, dated 24 OCT 01
 - Previous year's MOI
- **To CW3:**
 - WO Officer Basic Course
- **To CW4:**
 - WOAC or SWOT(Senior Warrant Officer Training)
 - AMEDD OAC for 640A and 670A
 - If you WO AOC does not have an WOAC only WOBC is required.
- **To CW5:**
 - No requirement for selection, but is for promotion.



RC APL SELECTION BOARD PROMOTION ZONES



- **TO CPT:** NOV '04 BOARD DOR \leq 31 AUG 01
NOV '05 BOARD DOR \leq 31 AUG 02
NOV '06 BOARD DOR \leq 31 AUG 03
- **TO MAJ:** MAR '05 BOARD DOR \leq 31 AUG 99
MAR '06 BOARD DOR \leq 31 AUG 00
MAR '07 BOARD DOR \leq 31 AUG 01
- **TO LTC:** SEP '04 BOARD DOR \leq 31 MAR 99
SEP '05 BOARD DOR \leq 31 MAR 00
SEP '06 BOARD DOR \leq 31 MAR 01
- **TO COL:** JUL '05 BOARD DOR \leq 31 MAR 02

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JUL '06 BOARD

DOR \leq 31 MAR



RC AMEDD SELECTION BOARD PROMOTION ZONES



- **TO CPT:**

- JAN '05 BOARD DOR \leq 31 AUG 01
- JAN '06 BOARD DOR \leq 31 AUG 02
- JAN '07 BOARD DOR \leq 31 AUG 03

- **TO MAJ:**

- JAN '05 BOARD DOR \leq 31 AUG 99
- JAN '06 BOARD DOR \leq 31 AUG 00
- JAN '09 BOARD DOR \leq 31 AUG 01

- **TO LTC:**

- MAY '05 BOARD DOR \leq 31 MAR 00
- MAY '06 BOARD DOR \leq 31 MAR 01
- MAY '07 BOARD DOR \leq 31 MAR 02

- **TO COL:**

- MAY '05 BOARD DOR \leq 31 MAR 02
- MAY '06 BOARD DOR \leq 31 MAR 03
- MAY '07 BOARD DOR \leq 31 MAR 04

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RC CHAPLAIN SELECTION BOARD

PROMOTION ZONES



- **TO CPT:**

- FEB '05 BOARD DOR \leq 31 AUG 01
- FEB '06 BOARD DOR \leq 31 AUG 02
- FEB '07 BOARD DOR \leq 31 AUG 03

- **TO MAJ:**

- FEB '05 BOARD DOR \leq 31 AUG 99
- FEB '06 BOARD DOR \leq 31 AUG 00
- FEB '07 BOARD DOR \leq 31 AUG 01

- **TO LTC:**

- OCT '04 BOARD DOR \leq 31 MAR 99
- OCT '05 BOARD DOR \leq 31 MAR 00
- OCT '06 BOARD DOR \leq 31 MAR 01

- **TO COL:**

- OCT '04 BOARD DOR \leq 31 MAR 01
- OCT '05 BOARD DOR \leq 31 MAR 02
- OCT '06 BOARD DOR \leq 31 MAR 03



ARMY RESERVE WARRANT OFFICER SELECTION BOARD PROMOTION ZONES



• TO CW3:

- | | |
|-----------------|----------------------|
| • APR '05 BOARD | DOR \leq 31 DEC 00 |
| • APR '06 BOARD | DOR \leq 31 DEC 01 |
| • APR '07 BOARD | DOR \leq 31 DEC 02 |

• TO CW4:

- | | |
|-----------------|----------------------|
| • APR '05 BOARD | DOR \leq 31 DEC 00 |
| • APR '06 BOARD | DOR \leq 31 DEC 01 |
| • APR '07 BOARD | DOR \leq 31 DEC 02 |

• TO CW5:

- | | |
|-----------------|----------------------|
| • APR '05 BOARD | DOR \leq 31 DEC 00 |
| • APR '06 BOARD | DOR \leq 31 DEC 01 |
| • APR '07 BOARD | DOR \leq 31 DEC 02 |



MYTHS vs REALITY



- **MYTH:** Knowing a board member helps.
REALITY: Diverse board membership (no two officers from same GO command or same NG State). Board members cannot discuss files amongst each other, separate votes.
- **MYTH:** Branch, Component, State, etc. matter.
REALITY: One selection objective for APL and CH boards. By competitive categories and sometimes AOC for AMEDD boards.
- **MYTH:** Equal opportunity.
REALITY: No special treatment/consideration.
- **MYTH:** Separate or “Secret” instructions exist.
REALITY: Board must follow the MOI signed by the Secretary of the Army. The MOI is released along with board results.
- **MYTH:** The board produces a final Order of Merit List.
REALITY: After the board recesses (departs) individuals considered are either “Recommend” or “Non-Recommend.” No distinction is made between recommended officers with the highest and lowest score.
- **MYTH:** The recommended list can be changed.
REALITY: Only the President of the United States can change the list.



METHODOLOGY



BOARD MEMBER COMPOSITION

- APL (Basic branches + JA); 13 members.
- AMEDD; 9 members.
- Chaplain: 7 members, 4 are Chaplains.
- Warrant Officer: 7 members, 4 are CW5, at least one AV.
- Mix of USAR/NG/AC officers.
- Mix of branches, gender, and ethnic groups.
- Each board member votes each file, all votes equal.



BEST QUALIFIED SCORING



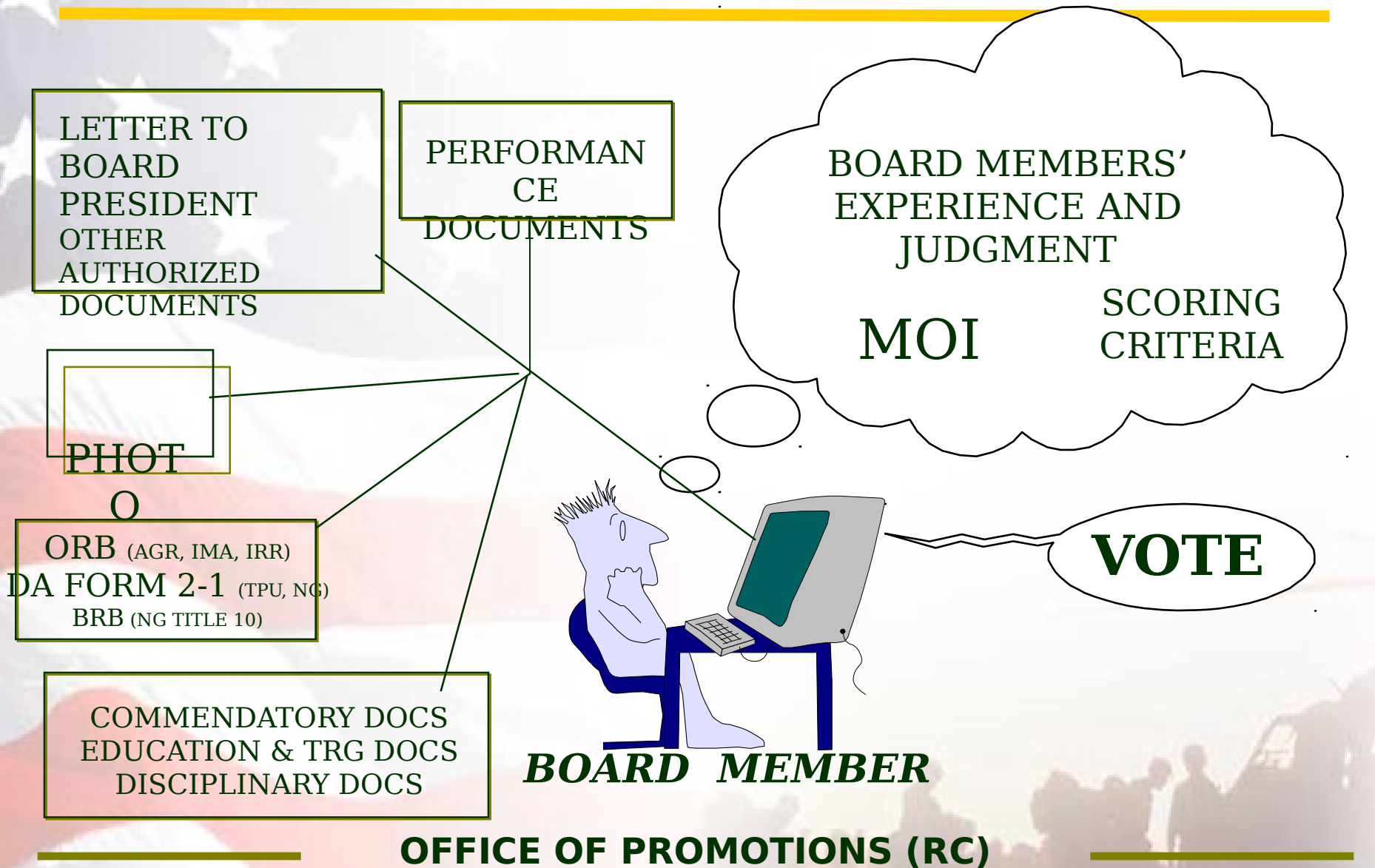
SCORE

WORD PICTURE

6+/-	TOP FEW - ABSOLUTELY MUST SELECT
5+/-	ABOVE CONTEMPORARIES - CLEARLY SELECT
4+/-	SOLID PERFORMER - DESERVES SELECTION
3+/-	FULLY QUALIFIED - SELECT UP TO SELECT OBJ
2+/-	NOT FULLY QUALIFIED - TOO MANY WEAKNESSES
1+/-	ABSOLUTELY NOT QUALIFIED
SC	SHOW CAUSE FOR INVOLUNTARY SEPARATION



BOARD DECISION TOOLS





AFTER ALL FILES VOTED



- Board Recess
- Results sent to Deputy Chief of Staff, G1
- Assistant Secretary for Manpower and Reserve Affairs reviews
- Chief of Staff of the Army reviews
- Secretary of the Army reviews
- Secretary of the Defense reviews
- President of United States approves
 - COL list also requires Senate approval
- Returned to Office of Promotions (RC) for release
 - Usually takes about 120 days from recess



APL BOARD STATISTICS



• TO CPT:

<u>YEAR</u>	<u>CONS</u>	<u>SELECT</u>	<u>SEL OBJ</u>	<u>ED Q</u>	<u>FT CONS ED Q %</u>
• 2000	3907	2207	2300	2605	88% (1639/1858)
• 2001	3130	1503	3003	2111	81% (1297/1609)
• 2002	2295	1729	2703	1769	99% (1272/1291)
• 2003	1520	920	FQ	1089	86% (839/975)

• TO MAJ:

<u>YEAR</u>	<u>CONS</u>	<u>SELECT</u>	<u>SEL OBJ</u>	<u>ED Q</u>	<u>FT CONS ED Q %</u>
• 2000	6196	2089	2800	2665	89% (1783/2013)
• 2001	5532	1859	2850	2498	83% (1616/1936)
• 2002	6523	2033	3243	2884	77% (1745/2262)
• 2003	4814	2191	FQ	2720	85% (1610/1891)
• 2004	2964	1623	FQ	1955	90% (1420/1586)



APL BOARD STATISTICS



• TO LTC:

<u>YEAR</u>	<u>CONS</u>	<u>SELECT</u>	<u>SEL OBJ</u>	<u>ED Q</u>	<u>FT CONS ED Q %</u>
• 2000	4235	1122	1605	2233	70% (1006/1437)
• 2001	3741	1172	2151	1803	80% (949/1180)
• 2002	3382	1293	1836	1605	93% (1045/1119)
• 2003	3338	1337	1914	1679	87% (1187/1360)

• TO COL:

<u>YEAR</u>	<u>CONS</u>	<u>SELECT</u>	<u>SEL OBJ</u>	<u>ED Q</u>	<u>FT CONS ED Q %</u>
• 2000	3252	550	550	3066	26% (302/1141)
• 2001	2990	656	656	2818	38% (356/935)
• 2002	3326	759	759	3132	38% (537/1416)
• 2003	3047	529*	529*	2853	33% (347/1059)



AMEDD BOARD STATISTICS



• TO CPT: (2004 BOARD)

<u>YEAR</u>	<u>CONS</u>	<u>SELECT</u>	<u>SEL OBJ</u>	<u>ED Q</u>	<u>FT CONS ED Q %</u>
• AN	357	323	FQ	328	99% (285/286)
• DE	6	1	FQ	1	0% (0/0)
• MS	207	187	FQ	193	99% (168/170)
• SP	98	71	71	90	85% (67/79)
• VC	10	10	FQ	10	100% (10/10)

• TO MAJ: (2004 BOARD)

<u>YEAR</u>	<u>CONS</u>	<u>SELECT</u>	<u>SEL OBJ</u>	<u>ED Q</u>	<u>FT CONS ED Q %</u>
• AN	459	228	FQ	228	100% (168/168)
• DE	60	54	FQ	58	98% (51/52)
• MC	241	214	FQ	215	100% (199/199)
• MS	239	164	FQ	171	98% (151/154)
• SP	34	33	FQ	33	100% (28/28)
• VC	28	9	9	27	35% (7/20)



AMEDD BOARD STATISTICS



• TO LTC: (2003 BOARD)

<u>YEAR</u>	<u>CONS</u>	<u>SELECT</u>	<u>SEL OBJ</u>	<u>ED Q</u>	<u>FT CONS ED Q %</u>
• AN	531	107	107	531	24% (77/315)
• DE	36	23	FQ	36	84% (21/25)
• MC	189	108	FQ	189	70% (91/130)
• MS	199	66	66	143	51% (65/128)
• SP	66	22	22	66	47% (17/36)
• VC	13	5	5	13	42% (5/12)

• TO COL: (2003 BOARD)

<u>YEAR</u>	<u>CONS</u>	<u>SELECT</u>	<u>SEL OBJ</u>	<u>ED Q</u>	<u>FT CONS ED Q %</u>
• AN	535	42	42	534	20% (16/82)
• DE	109	23	23	108	48% (11/23)
• MC	304	62	62	298	40% (37/93)
• MS	372	29	29	359	18% (17/97)
• SP	68	8	8	68	45% (5/11)
• VC	25	1	1	25	20% (1/5)

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CHAPLAIN BOARD STATISTICS



• TO CPT:

<u>YEAR</u>	<u>CONS</u>	<u>SELECT</u>	<u>SEL</u>	<u>OBJ</u>	<u>ED Q</u>	<u>FT CONS</u>	<u>ED Q %</u>
• 2002	32	15	FQ	17		85%	(11/13)
• 2003	37	23	FQ	26		92%	(22/24)

• TO MAJ:

<u>YEAR</u>	<u>CONS</u>	<u>SELECT</u>	<u>SEL</u>	<u>OBJ</u>	<u>ED Q</u>	<u>FT CONS</u>	<u>ED Q %</u>
• 2002	80	48	75	49		98%	(39/40)
• 2003	45	28	FQ	30		93%	(25/27)

• TO LTC:

<u>YEAR</u>	<u>CONS</u>	<u>SELECT</u>	<u>SEL</u>	<u>OBJ</u>	<u>ED Q</u>	<u>FT CONS</u>	<u>ED Q %</u>
• 2002	86	35	49	39		93%	(26/28)
• 2003	93	44	49	46		97%	(37/38)

• TO COL:

<u>YEAR</u>	<u>CONS</u>	<u>SELECT</u>	<u>SEL</u>	<u>OBJ</u>	<u>ED Q</u>	<u>FT CONS</u>	<u>ED Q %</u>
• 2002	110	23	23	93		41%	(11/27)
• 2003	98	19	19	84		35%	(11/31)



ARMY RESERVE CHIEF WARRANT OFFICER



• TO CW3:

<u>YEAR</u>	<u>CONS</u>	<u>SELECT</u>	<u>SEL OBJ</u>	<u>ED Q</u>	<u>FT CONS ED Q %</u>
• 2002	440	288	FQ	440	75% (277/368)
• 2003	419	272	FQ	418	74% (251/339)
• 2004	336			245	

• TO CW4:

<u>YEAR</u>	<u>CONS</u>	<u>SELECT</u>	<u>SEL OBJ</u>	<u>ED Q</u>	<u>FT CONS ED Q %</u>
• 2002	358	103	FQ	153	74% (85/115)
• 2003	297	118	FQ	166	75% (92/123)
• 2004	258			156	

• TO CW5:

<u>YEAR</u>	<u>CONS</u>	<u>SELECT</u>	<u>SEL OBJ</u>	<u>ED Q</u>	<u>FT CONS ED Q %</u>
• 2002	290	51	51*	290	17% (30/178)
• 2003	218	17	23 *	218	13% (14/104)
• 2004	261			261	

* SEPARATE SELECT

OBJECTIVE BY MOS

OFFICE OF PROMOTIONS (RC)



HOW CAN LEADERS HELP ?

- Get their officers educationally qualified!
- OERs
 - Timely
 - Consistent/clear message to Board Members

- Spread the word:

**EDUCATION QUAL +
PARTICIPATION**

= SUCCESS!

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USEFUL CONTACT INFORMATION



- <https://www.2xcitizen.usar.army.mil/2xhome.asp>
 - HR Command Website; view actual board file on-line about 60 days before board convenes.
- <https://www.2xcitizen.usar.army.mil/SOLDIERSERVICES/guidance/evaluationSBySsn.asp>
 - USAR evaluation processing status website
 - 1-800-648-5484
- https://www.us.army.mil/portal/portal_home.jhtml
 - To get an Army Knowledge On-line account.
- 1-877-215-9834
 - Promotion status; voice automated system (with options for direct contact)



USEFUL CONTACT INFORMATION



- **To have documents put on OMPF/PERMs mail to:**

Human Resources Command - STL
ATTN: AHRC-CIS-PV
1 Reserve Way
St. Louis, MO 63132-5200

- **To process USAR OER prior to board; submit certified true copy to:**

Human Resources Command - STL
ATTN: AHRC-PSV-EO
1 Reserve Way
St. Louis, MO 63132-5200

- **Documents not in on-line electronic file, mail to::**

President, *2005 LTC APL* Selection Board (put in your
board title)

ATTN: AHRC-MSL-P
1 Reserve Way
St. Louis, MO 63132-5200

- **Board Results:**

OFFICE OF PROMOTIONS (RC)

<https://www.perscomonline.army.mil/select/promo.htm>



LAST SLIDE!



Questions
Comments
Concerns